

**Consolidated Quarterly Net Sales and Related Results
for the Three Months Ended March 31, 2024
(Domestic Recruitment Business)**



May 15, 2024

Company name: JAC Recruitment Co., Ltd.
Stock exchange listing: Tokyo Stock Exchange
Code number: 2124
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We announced today our consolidated quarterly net sales and related results for the three months ended March 31, 2024 (Domestic Recruitment Business) as shown in the appendix. We disclose this consolidated quarterly net sales and related results (Domestic Recruitment Business) on our website (<https://ir.jac-recruitment.jp/en/investors.html>) to ensure that our stockholders, investors, and other stakeholders accurately understand our corporate information.

(Note) The "Consolidated Quarterly Net Sales and Related Results (Domestic Recruitment Business)" disclosed in this document are those of JAC Recruitment Co., Ltd., JAC International Co., Ltd., and VantagePoint K.K., not including CareerCross Co., Ltd. (Domestic Job Offer Advertising Business) and JAC Recruitment International Ltd (Overseas Business).

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JAC Recruitment Co., Ltd.

Consolidated Quarterly Net Sales and Related Results for the Three Months Ended March 31, 2024
(Domestic Recruitment Business)

May 15, 2024

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JAC Recruitment Co., Ltd.

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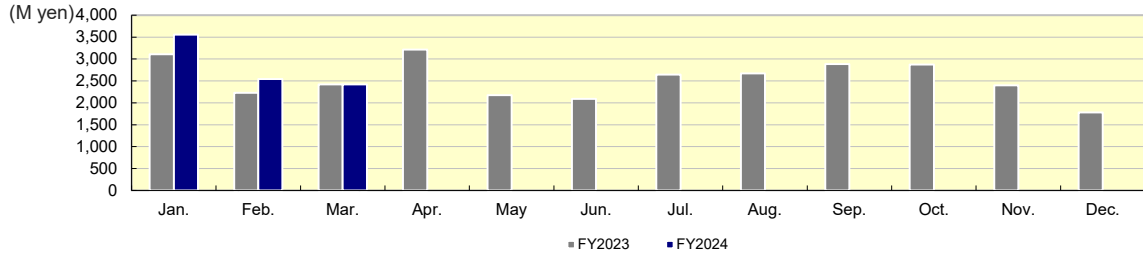
May 15, 2024

Consolidated Net Sales (CNS) and Gross Profit (CGP)

1. CNS (Monthly)

*These CNS results are outside the scope of audit procedures by a certified public accountant or an audit firm.

*These CNS results are adjusted for intersegment net sales or transfers.

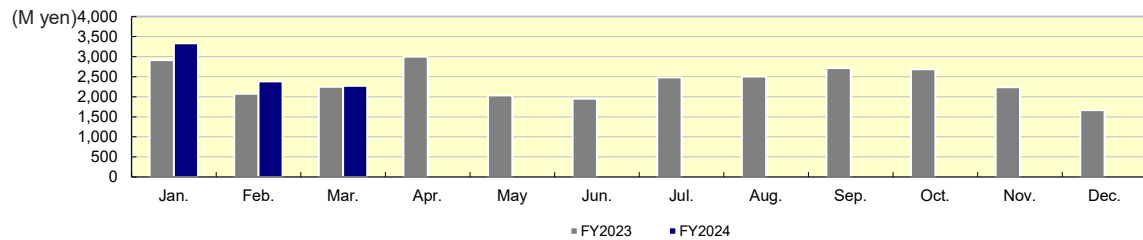


CNS (M yen)	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
FY2023	3,107	2,227	2,421	3,213	2,174	2,091	2,646	2,670	2,887	2,872	2,397	1,783
FY2024	3,557	2,545	2,422									
YOY	14.5%	14.3%	0.1%									

2. CGP (Monthly)

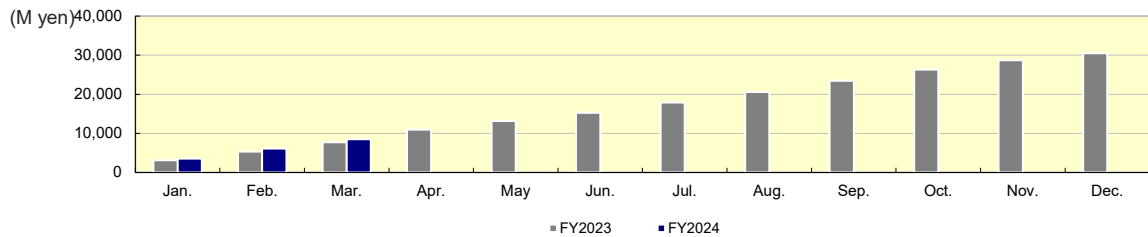
*These CGP results are outside the scope of audit procedures by a certified public accountant or an audit firm.

*These CGP results are adjusted for intersegment net sales or transfers.



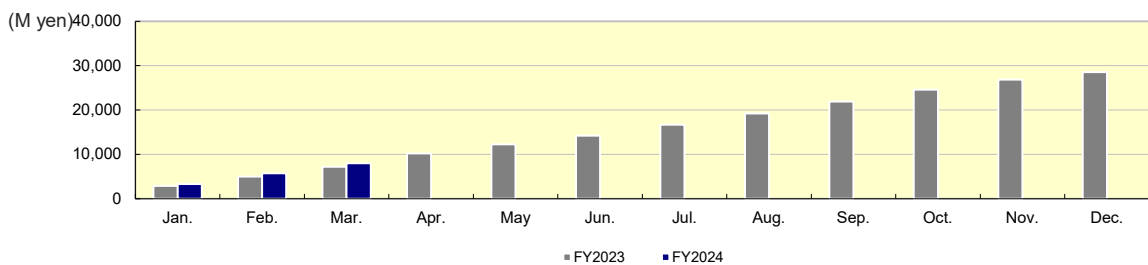
CGP (M yen)	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
FY2023	2,914	2,072	2,249	3,002	2,034	1,954	2,485	2,508	2,714	2,686	2,237	1,669
FY2024	3,334	2,382	2,273									
YOY	14.4%	15.0%	1.0%									

3. CNS (Accumulated)



CNS (M yen)	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
FY2023	3,107	5,335	7,756	10,969	13,143	15,235	17,881	20,552	23,439	26,312	28,710	30,493
FY2024	3,557	6,103	8,525									
YOY	14.5%	14.4%	9.9%									

4. CGP (Accumulated)



CGP (M yen)	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
FY2023	2,914	4,986	7,236	10,239	12,273	14,227	16,712	19,221	21,936	24,622	26,859	28,529
FY2024	3,334	5,716	7,989									
YOY	14.4%	14.6%	10.4%									

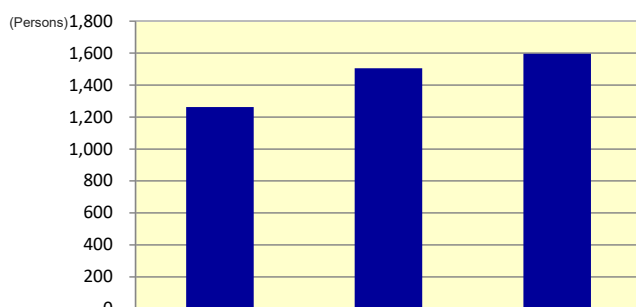
JAC Recruitment Co., Ltd.

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Related Results

1. Number of Employees for the last 3 years (Consolidated)



No. of Employees	Dec. 31, 2022	Dec. 31, 2023	Mar. 31, 2024
No. of Employees	1,262	1,506	1,576
No. of Consultants	1,012	1,193	1,251
Ratio of Consultants	80%	79%	79%

*No. of Employees and Consultants is the total of JAC Recruitment Co., Ltd., JAC International Co., Ltd., and VantagePoint K.K.

2. Number of Employees - Monthly Trend (Consolidated)

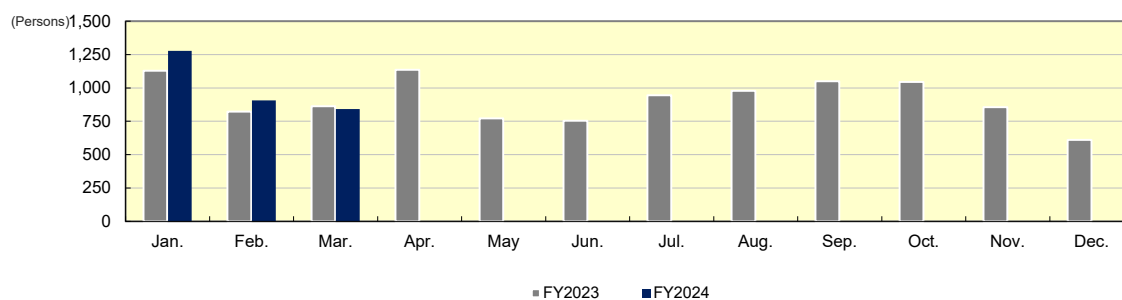
No. of Employees	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
FY2023	1,308	1,322	1,320	1,391	1,418	1,430	1,452	1,452	1,467	1,478	1,490	1,506
FY2024	1,526	1,563	1,576									
YOY	16.7%	18.2%	19.4%									

3. Number of Consultants - Monthly Trend (Consolidated)

No. of Consultants	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
FY2023	1,044	1,057	1,056	1,133	1,156	1,159	1,146	1,152	1,162	1,178	1,191	1,193
FY2024	1,218	1,246	1,251									
YOY	16.7%	17.9%	18.5%									

4. Monthly Number of Placed Persons (PP) (Consolidated)

*This number is the number of persons who has been placed by the domestic recruitment business of JAC Group in the month.



No. of PP	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
FY2023	1,129	822	863	1,136	772	754	945	979	1,050	1,044	855	610
FY2024	1,277	906	842									
YOY	13.1%	10.2%	-2.4%									



PPP Project "One Placement creates One Plant to Save the Planet."

JAC Recruitment will plant one sapling for each placement in the forests of Indonesia and Malaysia, contributing to the creation of the future global environment.